Confirm Chief Operations Officer

Information Pack

www.confirm.ie
The **Chief Operations Officer** (COO)

The COO will play a significant leadership role in the Centre, and will be responsible for operational management and strategic engagement with key stakeholders to deliver on the Centre’s metrics, while ensuring continued support for the Centre nationally and internationally. The COO will manage the Centre Operations Team, and will be responsible for the all day-to-day operational management of the Centre including business development; progress monitoring; liaison with academic and industrial partners; financial management; management of issues/risks; management of the governance processes, and compliance with reporting requirements. The role will involve substantial interaction with industry, academia, government agencies, and other national and international manufacturing centres. The COO will be responsible for the effective and efficient interface between academia and industry to ensure the Centre achieves its strategic vision and delivers on its KPIs, which include significant revenue generation from non-exchequer sources and commercialisation activities. The position is hosted at the new Confirm Headquarters at University of Limerick’s Digital District, and travel to all partner academic institutions and industry partners will be essential to maintain our strong centre effect and community of practice.
The COO will be an experienced professional, with a technical qualification, significant experience in the leadership of R&D teams, preferably in the manufacturing arena; experience in senior management of large-scale research programmes; and experience working in/with a large university-based research centre would be a key advantage. The candidate will need to have demonstrated excellent leadership in the senior management of large-scale R&D research programmes in academia and/or in the manufacturing industry, and be able to inspire, innovate and influence across a range of organisations, aligning multidisciplinary interests behind challenging goals. Excellent communication and writing skills must accompany profound and highly adept leadership strengths, the ability to build relationships, and influencing at the highest level in academia, industry and at governmental is essential. The COO’s performance is directly linked to the success and sustainability of the Centre and so a highly motivated and self-starting individual would be best suited to this role.
OVERALL PURPOSE OF THE JOB

Reporting to the Centre Director, the COO will provide the overall management of the Centre to ensure our KPIs are achieved. Specific responsibilities will include:

**Strategy & Leadership:**
- Work with Centre Director and PI’s to develop, communicate and implement a coherent Centre Strategy.
- Responsible for the delivery of all operational strategies to ensure Confirm’s success, including management of the Centre budget, reporting, programme management, governance, commercialisation, research infrastructure, communications, education and public engagement.
- Development of the Centre business plan to ensure Centre growth and sustainability.
- Facilitate all governance meetings, inc. Executive, Industry & Scientific Advisory and Governance committees, and Commercialisation and Education & Public Engagement sub-committees.
OVERALL PURPOSE OF THE JOB (Cont.)

Operations Management:

• Direct line management and development of the operations management team (generally up to 8 reports) covering business development, research programme management, research funding, education & training, communications & outreach, reporting & compliance and administration.
• Maintain budgetary oversight of consolidated Centre budget and financial progress.
• Oversee and manage the new Confirm Centre Headquarters, including liaising with UL buildings on all building facilities, health and safety, and facility access agreements to generate revenue though our research infrastructure and related community of practice portfolio.
• Responsible for the delivery of all reporting requirements to SFI.
• Coordinate with academic partner institutions on the negotiation of agreements with Industrial partners.
OVERALL PURPOSE OF THE JOB (Cont.)

Relationships:
• A key relationship manager for the Centre ensuring robust engagement with all external partners and stakeholders, including national and international academic and research institutions, industry, government, agencies, and the general public.
• Primary SFI contact for the Centre and Represent the Centre on formal University Boards as required.
• Represent and promote the Centre nationally and internationally to raise our profile. A key target for this role is the effective management of the relationship with existing and new industry partners (multinational and SME).

Other:
• Other duties as required by the Centre Director and/or the Centre Governance Committee.
Essential Criteria

- Degree (Level 8 NFQ or equivalent) in a science/engineering or related subject;
- Proven senior management experience (at least 5 years) of R&D teams in an academic or industrial environment;
- At least 10 years’ work experience in the manufacturing sector, or an equivalent sector where an understanding of the manufacturing sector can be demonstrated;
- Experience of working with academic researchers and their teams.
Desirable Criteria

- Proven track record of programme management of complex large-scale projects with high levels of innovation and/or R&D, preferably with multi-site elements;
- Relevant technical background;
- Post graduate qualification;
- Experience of external partner engagement;
- Knowledge of key external stakeholder organisations (e.g. Science Foundation Ireland, Industry Development Agency, Enterprise Ireland, and/or EU).
- Experience of working directly with manufacturing researchers and with the commercialisation of their manufacturing-related IP.
- Experience in the development and management of entrepreneurial training programmes.
- Experience of the processes around the successful generation of new start-up companies.
- Excellent interpersonal and communication skills (written and oral) with demonstrable evidence of successful leadership of disparate teams;
Employee & Salary Information

Employees of the University of Limerick receive a variety of benefits including:

• Membership of the Single Public Service Pension Scheme.
• Membership of the Income Continuance Plan
• The opportunity to join the University’s Additional Life Cover plan.
• Coverage in the UL Sick Leave Scheme.
• Flexible working practices such as the Shorter Working Year Scheme.
• Preferential rates for home, car, travel and health insurances.
• Employee wellness is a priority and a number of initiatives take place each year for the benefit of UL employees, see more at Be Well at UL.
• Preferential rates for access to the UL Arena swimming pool and fitness centre.
• Supported professional development under the Further Study Policy.”

Salary
• The COO will be appointed at Senior Administrative Officer Grade III: €92,336 - €122,537 (p.a.)
• Starting Salary will be based on Experience and current salary details, more information here
Meet the CONFIRM Operations & Programme Manager teams

- **Conor McCarthy**
  - Centre Director

- **Trish Bourke**
  - Finance Manager

- **Niall Keely**
  - Strategic Research Manager

- **Patrick Reidy**
  - Business Development

- **Sean Nolan**
  - Funding Manager

- **Sean O'Brien**
  - EPE Manager

- **Susan Daly**
  - SMART 4.0 Programme Manager

- **Sylvia Keane**
  - Marketing Manager

- **Nichola Keegan**
  - Sr Admin & PA to Director

- **Gillian O’Sullivan**
  - Centre Sr Admin
How to Apply

• Please see vacancies on www.ul.ie or follow this link directly
Information about Confirm Centre

www.confirm.ie
CONFIRM at a glance

Phase 1 (2017-2023)

- **€25 million** SFI funding
- **€22.5 million** Industry funding
- **€25 million** NC-NE funding
- **55** investigators
- **9** academic institutions
- **Multiple Industry** targeted projects
- **100+** international collaborators
- **€3.1 million** University of Limerick investment in Confirm HQ
CONFIRM's VALUES DEFINE WHO WE ARE

Diversity and Integrity
We value all aspects of diversity in order to build a research culture that impacts on all facets of society. We act with integrity and respect and adhere to strong moral and ethical principles.

Impact
Through outcomes created as a result of our high quality research outputs, we strive to support manufacturing competitiveness and sustainability while delivering strong societal, economic and environmental impact.

Excellence and Ambition
We strive to excel in research in cyber-physical manufacturing systems and digital supply chain, and place a strong emphasis on high quality research outputs in high quality journals and conferences.

Creativity and Innovation
At all levels of our organisation we promote Creativity and Innovation and believe that by fostering these values across the team, we will enhance our capacity to deliver novel, impactful and world-leading research.

Engagement
Confirm believes that we achieve more by working together with all of our stakeholders and the wider community. We place Industry at the core of our research activity and work closely with the public to help promote manufacturing as an exciting and impactful career globally.
OUR VISION

Fundamentally Transform Industry to a Smart Manufacturing Ecosystem

OUR MISSION

Ireland’s research centre for cyber-physical, intelligent, networked manufacturing systems and digital supply chains enabling high-impact business transformations
Key Objectives to deliver our Mission

1. World-leading Research
   To develop future smart manufacturing technologies

2. Talent & Engaged Public
   Positive perception of Irish manufacturing globally

3. Inclusive & Diverse Community of Practice
   To embrace the 4th Industrial revolution together

4. Internationalisation
   As part of our Growth Strategy
1. World-leading Research

To develop future smart manufacturing technologies
Our *Research* is concerned with Cyber-Physical Manufacturing Systems & Digital Supply Chains
CONFIRM’s Industry Projects Portfolio

- **€22.5M**
  - Industry/ SFI Investment

- **MNC & SME**
  - Industry Partners

- **Multi-Partner**
  - (Research Projects)

- **Patent & License Deals**

Logos of various companies and organizations are displayed at the bottom of the diagram.
2. Talent & Engaged Public
Positive perception of Irish manufacturing globally
Talent Creation
CONFIRM is leading Postgraduate Programmes in Manufacturing

- **Smart 4.0 MSC Co-Fund**
  - (16 International Fellows)

- **Principal Engineer & Equipment Systems Engineer**
  - PD-Eng Apprenticeships
  - (20 Industry Fellows)

- **Structured PhD in Digital Manufacturing**
  - (70 fellows)

- **Partner in 3 CRT’s and developing All-Island CRT in Advanced Manufacturing**

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**Pie Chart:**

- Other: 8
- Level 6: 17
- Level 7: 15
- Level 8: 2
- Level 9: 10
- Level 10: 5

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CONFIRM – SMART MANUFACTURING
Education & Public Engagement (EPE)
3. Inclusive & Diverse Community of Practice
To embrace the 4th Industrial revolution together
CONFIRM HQ @ UL's Digital District Limerick
Completed in March 2020!
CONFIRM HQ Research Infrastructure

On the ground floor there is an array of facilities for our network to access including:

1. 4x Testbeds
2. VR Cave
3. Atrium facilitating a community of practice
4. 10Gbyte internet access
5. 5G Network
6. Digital Manufacturing Lab (inc. 3-D printing, 3D part scanning, machine learning test bed)
Distributed National Test-Beds for Digital Manufacturing
4. Internationalisation

As part of our Growth Strategy
Our International Distinctiveness...

Top 3 things Confirm will be known for,

1) **Digital-Physical Interface** and **Cyber-Physical Manufacturing Systems Engineering**

2) ICT-focused and Sector Agnostic **Distributed Testbeds**

3) Complete **Digital Future Factory**

*All underpinned by our excellence science and industry partnership*
Over 100 International Partners